

Policy

Type:	Quality Assurance		
Number:	1.3		
Name:	Bias (apparent or perceived) Policy		
Status:	Final	Version:	1
Date Approved:	September 22, 2014	Date Revised:	April 14, 2015

Policy Statement: The QA Committee and its assessors, remediators or preceptors¹ should not be biased for or against a member. Bias, and perceived bias (where a reasonable person would believe that the committee member or assessor/remediator/preceptor may not be impartial) must be identified by staff, the committee member or the assessor/remediator/preceptor.

Procedure:

- 1) Where a member of the QA Committee or an assessor/remediator/preceptor is aware of a circumstance that might constitute an appearance of bias, he or she should advise the Director, Quality Assurance right away.
- 2) The Director, Quality Assurance should review the composition of referring committees and the member's history with the College in general to rule out any potential problems (e.g., ensure that current committee members were not involved in a previous matter regarding a member through the Complaints, Executive, Discipline or Registration Committees that might create an appearance of bias).
- 3) Where a potential problem is identified, the following options are available to the Director, Quality Assurance:
 - a. Have the Committee member or assessor/remediator/preceptor disqualify herself or himself.
 - b. Have the Committee member leave the meeting room during discussion of that particular issue.
 - c. Obtain legal advice.

¹ Remediator: A remediator is a kinesiologist charged by the College to provide support and act as a resource in fulfilling a competency improvement plan.

Preceptor: A preceptor is a kinesiologist who is charged by the College to provide onsite clinical supervision to a registrant.

- 4) Where the matter cannot be resolved by the Director, Quality Assurance, the QA Committee will review the member's/assessor's submissions related to bias at their next scheduled meeting, and the Director, Quality Assurance will communicate the Committee's decision as soon as reasonably possible following the meeting.